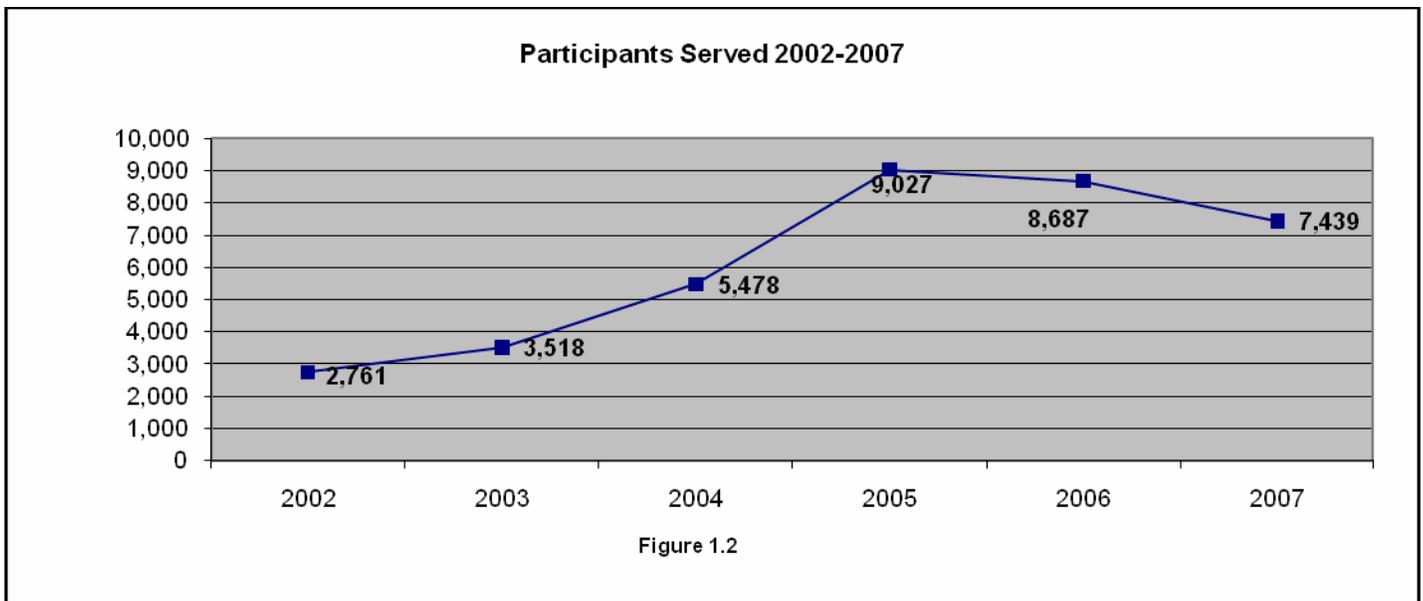
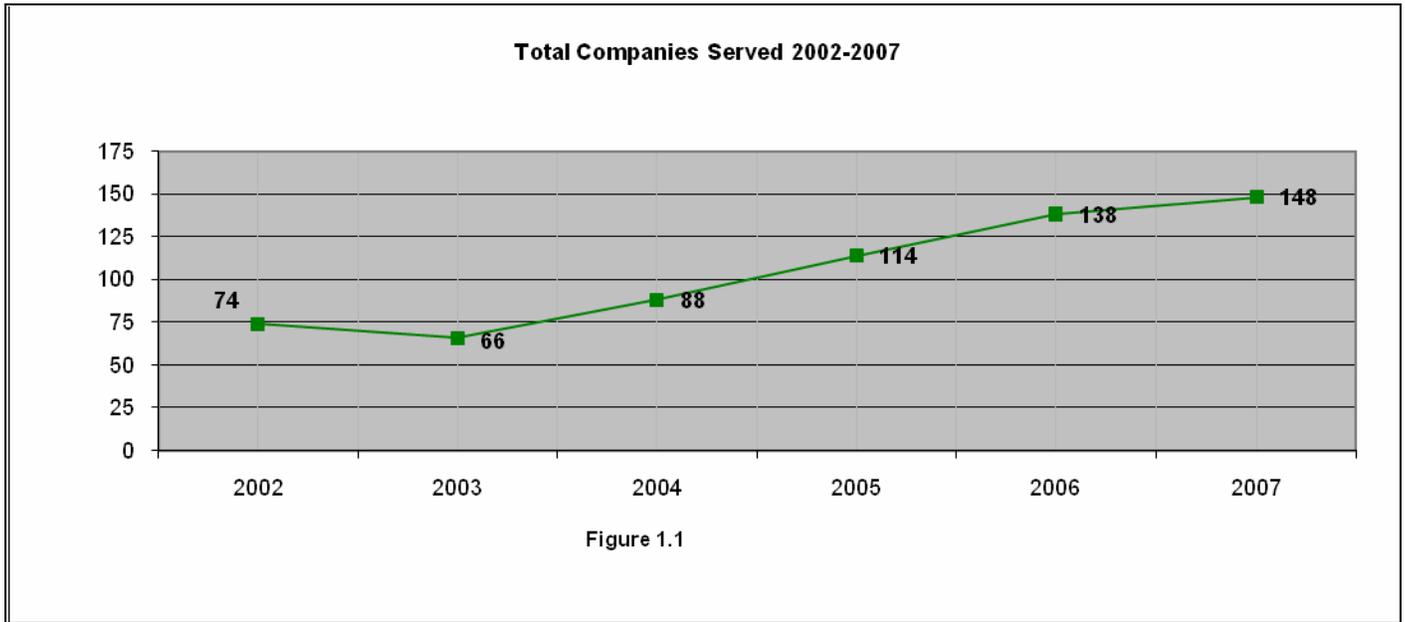


Hawkeye Community College Cedar Falls Center for Business & Industry Totals of FY 2002 – FY 2007 Results





THE PROOF IS IN THE PUDDING

HUNT-WESSON AND HAWKEYE COMMUNITY COLLEGE PARTNER TO STAFF NEW \$50-MILLION PLANT

With its state-of-the-art equipment, Hunt-Wesson's new \$50-million Waterloo, pudding plant is dedicated to making nine million cases of Hunt's Snack Pack puddings a year. The 200,000 square-foot facility keeps employees busy in a continuous operation.

The Iowa New Jobs Training Program and Hawkeye Community College, located in Waterloo, Iowa, were important partners with Hunt-Wesson in the recruiting and technical training of the company's workforce. According to John Carney, Hawkeye customized training coordinator, new Hunt-Wesson employees received more than 120 hours of baseline technical training at the school. He says that the training updated employee skills and put everyone on a level playing field as far as information for the job is concerned. When Hawkeye Community College held an informational session for the initial 60 jobs at Hunt-Wesson, company and college officials were amazed when more than 650 Iowans turned out.

Hawkeye combined input from Hunt-Wesson with its own baseline assessment of each new employee's knowledge and skills so that training would be targeted and as job specific as possible. Training covered mathematics, blue print read-

ing, mechanical systems and electronics. Says Rick Taylor, Waterloo plant manager, "All employees came in with good, solid education and basic skills. The training simply enhanced their technical knowledge to help them become fully productive in their new jobs at Hunt-Wesson."

Mark Nye, manager of Organizational Development/HR for Hunt-Wesson agrees. "All in all, it has been an excellent experience working with such great partners as the folks at Hawkeye Community College. They have been very effective in helping us forecast and then meet our startup needs. They are now even better positioned to help us staff and train our future new hires."

PROGRAM SERVICES

The Iowa New Jobs Training Program funds a variety of services, including:

- basic adult education
- job-related instruction
- skills assessment
- training equipment, materials and supplies
- training services of a community college, or another educational institution.
- testing and evaluation of employees
- customized or general instruction at a training facility selected by the employer
- reimbursement of training travel costs for employees
- college tuition, book and fees
- training services of a private trainer

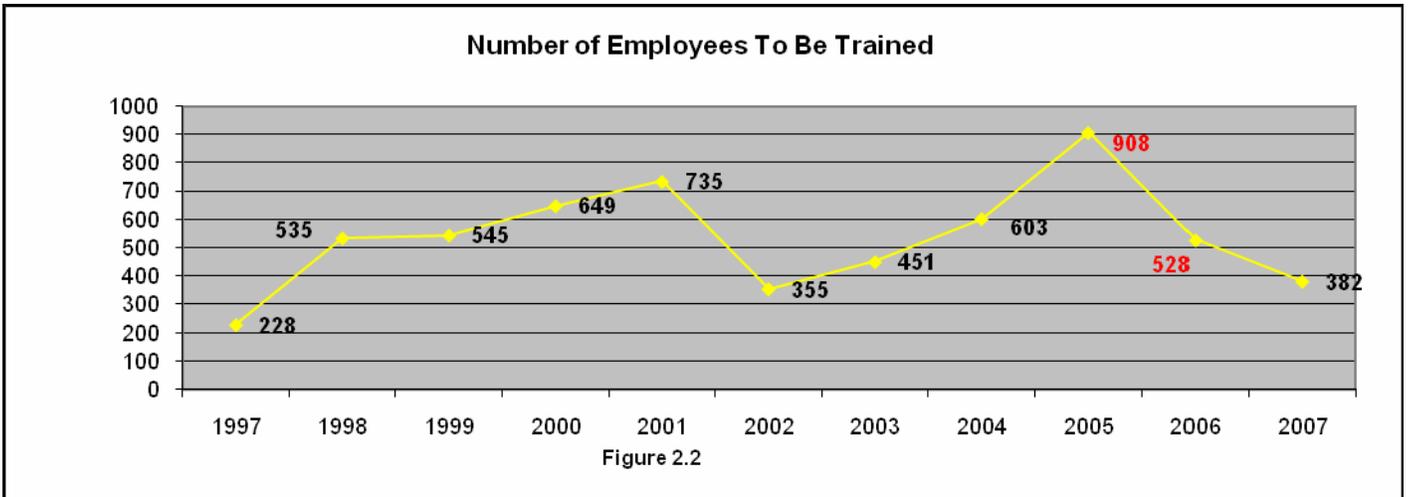
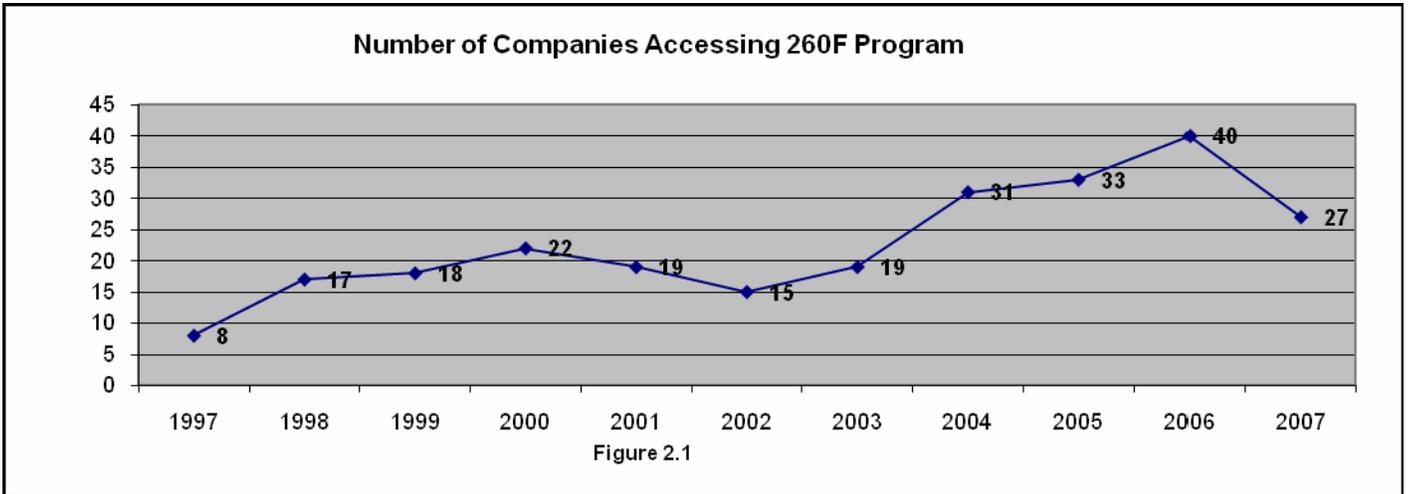
Other benefits that can help businesses participating in the Iowa New Jobs Training Program include a corporate income tax credit. The corporate tax credit is available to a company which has entered into a Iowa New Jobs Training Program agreement and has increased the company's workforce by at least 10 percent.

1998 Department of Economic Development Annual Report

Iowa New Jobs Training Program (260E)

Hawkeye Community College

Cedar Falls Center for Business & Industry



Why Supervisors?

There is no doubt organizations are facing tremendous challenges in managing people effectively. Supervisors play a key role in the success of the organization through how they lead, motivate and manage daily responsibilities. In fact, they can often make or break working relationships directly contributing to productivity and morale.

These certificate programs cover key topics pertinent to anyone working with people. Effective supervision blends a variety of responsibilities, tasks, skills and abilities under one title. This program is designed to cover a wide range of areas in order to help someone who is getting ready for a first supervisory position or help move an experienced supervisor to the next level of development.

It is also designed with flexibility in mind. There are numerous areas that can be covered and while we can't list them all here, this format gives organizations choices to customize the program exactly to their own particular needs.

Areas Include:

- ✓ Leadership Competencies
- ✓ Relationships and Performance
- ✓ Communication Skills
- ✓ Managing Employee Performance
- ✓ Employee Development
- ✓ Performance Improvement Methods
- ✓ Increasing Teamwork

Excellence in Supervision Certificate Program

Participants must complete 10 classes to earn the

Excellence in Supervision Certificate.
(2 hours each)

Leadership Roles and Responsibilities

Leadership Styles and Performance

Communicating Critical Information

Increasing Teamwork

Delegating to Empower

Resolving Employee Conflicts

Motivating Your Employees

Coaching Workgroup Members

Constructive Performance Reviews

Solving Quality and Performance Problems

Leading Operational Change

XYZ Supervising Multiple Generations

Prioritizing Work Requirements



Excellence in Supervision Certificate Program

Additional supervisory classes:

(2 hours each)

Collaborating With Your Manager

Employee Commitment and Performance

Creating a Respectful Workplace

Orientation and New Employees

Developing Mutual Trust

Managing Meetings

Managing Key Work Processes

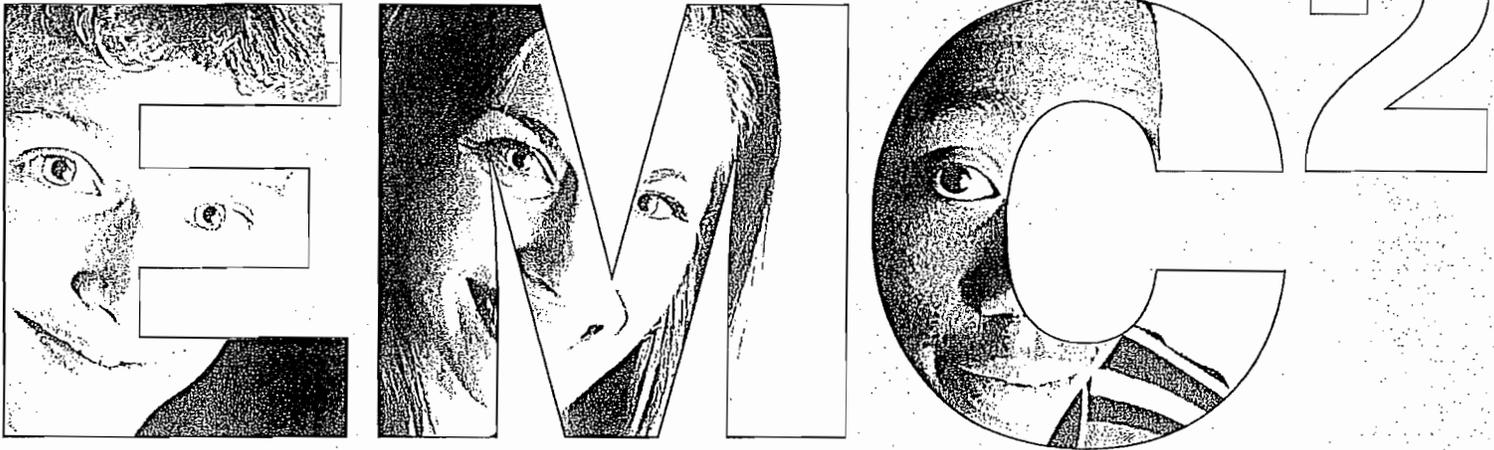
Facilitating Workgroup Discussions

Addressing Difficult Employees

Focusing on Customer Requirements

Supervising Offsite Employees

Additional topics available. For certificate program, participants must complete a total of 20 hours of training.



Your Academic Blueprint

Denver High School Hawkeye Community College

9th Grade

Algebra I

10th Grade

Geometry

11th Grade

Advanced Algebra

11th/12th Grade Summer

Internship

12th Grade

Math IV

Conceptual Physics

Internship

Post 12th Grade Summer

Internship

Human Relations

Ask your counselor about your options for taking Industrial Technology classes at a local public high school or at Hawkeye Community College.

First Semester

Intro to Print Reading

Advanced Print Reading

Advanced Machine Concepts

Advanced Machine Operations

CNC Operations II

CNC Programming II

EDM Procedures

CAM Programming

CNC Operations III (Formerly

Hydraulic Jigs & Fixtures)

Second Semester

Fundamentals of Oral

Communication

Electives - (Choose at least 7 credits)

CAD I

Computer Concepts and Applications

Tool Steel Welding & Heat Treat

Statistical Process Control

Group Process

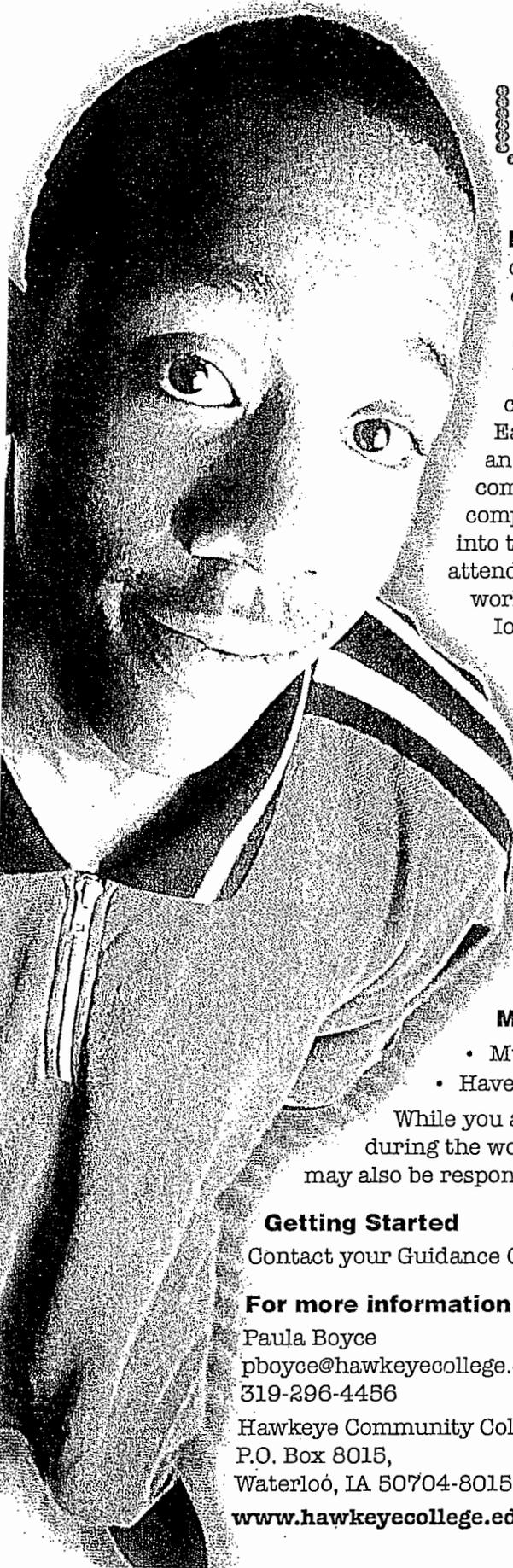
CAD II

Arc Welding I

Cutting Processes

Accelerated Career Education (ACE) Program (260G)

SPARK YOUR INTEREST WITH EMC²



EMC² program gives you a chance to explore a manufacturing career while earning college credit, money, and hands-on experience.

Caution: Work Experience Ahead

You will participate in a six-week internship at a manufacturing company during the summer after your junior and senior year. Each summer you will earn \$300 for yourself and another \$300 for an educational account for future tuition at Hawkeye. You will also complete a 180-hour internship during your senior year. When you complete the program and admission requirements, you will transition into the CNC Machining Technician program at Hawkeye. You will attend Hawkeye for a year and have the option to either join the workforce or continue your education at the University of Northern Iowa.

Your Hard Work Pays Off

- Earn up to 28 college credits – More than enough credits for your first semester of college!
- Gain hands-on work experience
- Earn \$1680 from your work experience
- Receive a \$600 credit for future tuition at Hawkeye
- Get a jump-start on your college career
- Learn needed business, communication, and technical skills
- Make contacts with potential employers
- Ability to transfer to the University of Northern Iowa as a junior in Industrial Engineering

Materials Required

- Must be a junior in high school
- Have taken the ACT or COMPASS

While you are in **EMC²** you will be responsible for the cost of travel and food during the work and education experiences. Depending on your high school, you may also be responsible for a small portion of some college coursework.

Getting Started

Contact your Guidance Counselor or Industrial Technology teacher for an application.

For more information contact:

Paula Boyce
pboyce@hawkeyecollege.edu
319-296-4456
Hawkeye Community College
P.O. Box 8015,
Waterloo, IA 50704-8015
www.hawkeyecollege.edu

Accelerated Career Education (ACE) Program (260G)



Haas VF-Series Milling Machine Setup and Operation

This course is a basic introduction to the setup and operation to the Haas VF-Series Milling Machine and Control.

Prerequisites	Learner Level
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None	Basic / Moderate
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CNC Emulator Labs

Basic / Moderate / Advanced

Estimated Learning Time

20 hours

Modules / Assessment

- Course Introduction
- Related Terms
- Machine Motion Description
- Mill Control Panel
- Machine Startup
- Basic Manual Operations
- Job Setup
- Edit Capabilities
- Program Entry
- Program Run



22 Lessons / Learning Objectives

- Machine Types
- Common Terms
- Machine Coordinates
- Absolute and Incremental Motion
- Control Panel Sections
- Pre-Startup Operations
- Powerup Procedure
- Tool Confirmation
- Hand Jog Mode
- Spindle Speed Control
- Changing Tools
- Tool Length and Radius Offsets
- Tool Setup and Work Setup
- Exploring Basic Edit Procedures
- The Edit Menu
- Common Program Entry Methods
- Running a Program

Haas VF-Series Milling Machine Programming

This course is a basic introduction to programming Haas VF-series Milling Machines.

Prerequisites	Learner Level
---------------	---------------

None	Basic / Moderate
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CNC Emulator Labs

Basic / Moderate / Advanced

Estimated Learning Time

20 hours

Modules / Assessment

- Introduction to Codes and Programs
- Program Structure
- Programming Methods
- Tool Motion and Cutter Compensation
- Circular Interpolation
- Hole Manufacturing
- Programming Labs



16 Lessons / Learning Objectives

- Codes and Programs
- Basic G Codes
- Canned or Fixed Cycles
- Program Structure Overview
- Program Introduction / Body / End
- Absolute Programming
- Incremental Programming
- Cutter Compensation
- Circular Interpolation
- Defining Hole Locations

ADVANCED TECHNOLOGY CLUSTER

VISION

Hawkeye Community College will capitalize on the potential of all the College's operating divisions, staff, and resources to deliver world-class educational and training services through the activities of a thriving Advanced Technology Cluster using an array of service providers and mutually beneficial partnerships.

MISSION

Create an Advanced Technology cluster to serve Iowa's targeted industries advanced manufacturing, information technology, and bio science by co-locating strong academic programs with strong business and industry services.

GOALS

1. Combine the resources of the various units of the college into seamless workforce development programming thereby:
 - Producing industry-driven curricula in next-generation manufacturing, which utilize lean manufacturing and high-tech equipment
 - Supplying online courses that use hybrid-delivery pedagogy
 - Utilizing effective marketing strategies to recruit and retain students
 - Creating seamless articulation pathways from high schools to community colleges to four-year colleges and universities
 - Offering externships and professional development activities that enhance the skills and knowledge of faculty
 - Developing regional skill standards
 - Designing curricula for manufacturing industrial maintenance, and electronics technology
 - Promoting manufacturing and engineering technology as desirable career options
 - Providing professional development experiences that enhance industry connections
 - Building partnerships with a wide range of manufacturing stakeholders
2. Relocate staff/utilities and equipment currently located at H-TAC and CBI into a new Advanced Technology Cluster located on main campus.
3. Create advanced manufacturing information technology and bio science center of excellence readily accessible to:
 - Traditional degree seeking student
 - Business and industry customer
 - Nontraditional student
 - Middle school and high school student